

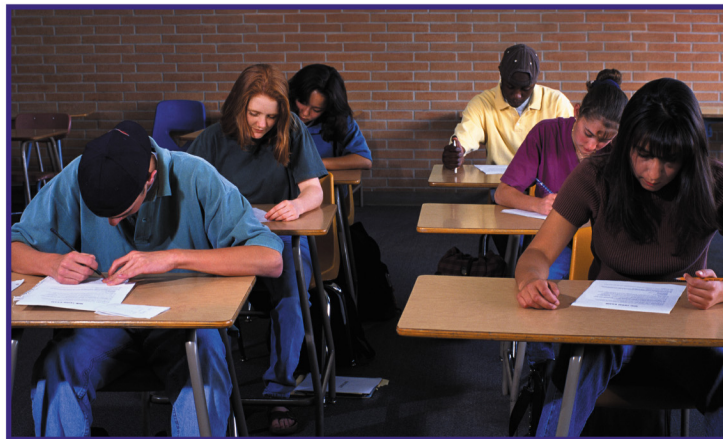
## Michigan Merit Award Board Adopts WorkKeys Option

At its February meeting in Ypsilanti, the Michigan Merit Award Board approved a new option for students to qualify for a \$2,500 scholarship.

The new option will allow high school students who meet or exceed two of the four Michigan Educational Assessment Program (MEAP) tests to take WorkKeys, a nationally recognized jobs skills assessment test developed by ACT, formerly known as American College Testing.

If students attain a high level of proficiency in five skills assessments (Locating Information, Reading for Information, Applied Mathematics, Writing, and Teamwork), they will qualify for a \$2,500 award that must be used for technical education.

"Even if a student is unsuccessful in reaching the very high levels set by the Board, each will have a WorkKeys credential that he or she can use on a resume or in a portfolio," said Dr. Barbara Bolin, director of the Michigan Department of Career Development and a member of the Merit Award Board. "As more employers in



Michigan become aware of WorkKeys, this credential will become more useful and powerful."

Prior to the Board's action, Michigan students had two options to qualify for \$2,500 to attend state schools or \$1,000 to attend out-of-state institutions:

- Meet or exceed all four parts of the MEAP (math, reading, science and writing), or
- Pass two parts of MEAP and perform in the top 25th percentile of the ACT or SAT (Scholastic Aptitude Test).

"I hope that as teachers become more familiar with

WorkKeys, they will adjust their instructional methodologies to facilitate the development of skills needed not only for the Merit Award but also for success in later endeavors," said Dr. Bolin.

There are currently eight designated WorkKeys Service Centers in Michigan. The state is working with other community colleges to offer the skills assessment test at more locations.

For more information on the Michigan Merit Awards, call 1-888-95-MERIT, visit the Web at: [www.MeritAward.state.mi.us](http://www.MeritAward.state.mi.us), or send us an e-mail at: [MeritAwards@state.mi.us](mailto:MeritAwards@state.mi.us).

## Governor Engler Transfers Spanish Affairs Office

Governor John Engler signed an Executive Order in March transferring the functions of the Commission on Spanish Speaking Affairs and the Office of Spanish Speaking Affairs to the Michigan Department of Career Development.

"The Commission on Spanish Speaking Affairs has been dedicated to doing all it can to enable Michigan's Spanish-speaking community to realize its full potential in our dynamic, rapidly expanding economy," Governor Engler said. "With the Department of Career

Development's unique focus on education and career development, it makes sense to transfer the Commission and Office there, while continuing to recognize the vital role that Michigan's Spanish-speaking citizens have played in the state's culture and economy."

Dr. Barbara Bolin, director of the Department of Career Development, said she welcomes the Commission and Office, adding, "Together, we will focus on meeting the educational and career development needs of the Spanish-speaking community in the 21st century."

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# The Director's Column

**T**he first quarter of 2000 has been filled with activity! On January 19, Governor John Engler delivered the State of the State Address, which included several exciting new educational and career-related proposals. Among these, the Michigan Department of Career Development (MDCD) will have responsibility for Operation Fast Break, Partnerships for Adult Learning, and the M-TEP initiative. You will find more information on these programs in this and future issues of *CareerWise*.

In February, the Governor's Career Preparation and Tech Prep Conference was held in Grand Rapids, with both the Governor and Lt. Governor Dick Posthumus in attendance. This conference represented a combination of the School-to-Work and Tech Prep conferences, and high registration numbers reflected great interest.

I personally was very pleased that not only did so many teachers and administrators attend, but that representation from the private sector was also very evident. Employer involvement is crucial to the

**"Employer involvement is crucial to the establishment of our career development system."**

— Barbara Bolin, MDCD Director

establishment of our career development system, and I am hoping that employer representatives will attend in even greater numbers next year.

The theme of the conference was Paving New Pathways for Partnerships, and it was obvious from the Governor's opening address, through Sam Zigrossi's terrific keynote speech, to a majority of the session presentations that there is significant recognition of the fact that we need to do business differently—and that success will only be achieved through partnerships that bring all facets of a community together.

It was obvious that more than ever it is important for educators to make the shift from being the "sage on the stage" to the "guide on the side," and for us to find new ways to help students learn. One of these new ways is actually one of the oldest: "Learning by doing" has been around for millennia.

Later in February, Lt. Governor Posthumus helped us initiate a significant new way of planning collaboratively within the Workforce Development regions. A challenge has been issued to each Workforce Development Board to lead its region in planning for an effective career development system that will serve the needs of ALL people in that region. The challenge is to plan first and worry about funding streams later! This is a significant change for many boards, and I very much appreciate the enthusiasm with which the idea has been embraced. The MDCD is offering financial and technical support to facilitate this work.

I am very excited about some new initiatives in the MDCD. These projects will launch systemic transformation that can be sustained long into the future.

I believe the Competency-Based Curriculum (CBC) Fund will offer educational partnerships the opportunity to demonstrate an effective and affordable way of developing curricula that truly impart the skills needed within industry sectors.

The Michigan Technical Excellence Program, more commonly known as M-TEP,



Conference Keynoter Sam Zigrossi and Dr. Barbara Bolin.

will give Michigan residents fully understood, portable credentials. Operation Fast Break will give residents the opportunity to gain basic employability skills in a short time frame.

I am also very excited about the Merit Award Board's approval of WorkKeys as the assessment tool for the third option under the Merit Award. As more employers in Michigan become aware of WorkKeys, this credential will become more useful and powerful.

I look forward to visiting many CTE Centers and Tech Prep consortia during the coming weeks. I also will continue my visits to community colleges and Michigan Works! Service Centers across the state. It is always a pleasure for me to meet the hardworking people in the field without whom, of course, nothing happens. Best wishes for the coming quarter.

# Tiffany Dowling Appointed Marketing and Public Relations Director

**T**iffany Dowling has been appointed Director of Marketing and Public Relations for the Michigan Department of Career Development. Her appointment became effective in January.

Prior to joining the department, Dowling worked in marketing and public relations

at Starr Commonwealth, a Michigan and Ohio nonprofit human service agency. She also worked at Neogen Corporation in Lansing, the Tecumseh Herald, Jackson Citizen Patriot, and Ypsilanti Press. A native of Taylor, Dowling is a graduate of Eastern Michigan University.

"The Department of Career Development is mission-

driven," Dowling said.

"The staff and their community partners are all dedicated to building a system that helps all Michigan residents achieve economic self-sufficiency. I'm excited to have this opportunity to provide information about career services and educational initiatives to Michigan residents."

## Operation Fast Break

In his State of the State Address, Governor John Engler discussed several initiatives to prepare Michigan residents for existing as well as newly created jobs that will define Michigan's economy into the next century. One of these is Operation Fast Break.

To be implemented this year, Operation Fast Break is a computer-assisted, intensive, accelerated learning/work preparation model that prepares students for career-entry jobs and/or postsecondary education.

Learners can be anyone who is in need of higher skills, e.g., out-of-school young adults, high school students, college students needing remedial education, welfare recipients, formerly incarcerated youth, displaced workers, or incumbent workers.

The eight-week, eight-hour-a-day program:

- n Brings math and reading skills up to readiness standards,
- n Introduces participants to word processing, spreadsheets, and basic computer functions,
- n Improves oral and written communication skills,
- n Teaches learning-to-learn and teamwork skills, and
- n Helps participants gain some career direction along with job-seeking skills.

Where similar programs have been implemented, the

results have been impressive. After only eight weeks, students improve an average of two and a half grade levels and have up to 90 percent placement rates in continued education or employment.

Entry requirements include a minimum age of 16; specific skill levels as measured by WorkKeys assessment instruments; a commitment to attend eight hours a day for eight weeks; and a commitment to go to work or school after graduating.

To graduate from Operation Fast Break, a student must meet specific WorkKeys skill proficiency levels, have no more than three unexcused absences, remain drug-free, use satisfactory career speech, demonstrate satisfactory progress in basic computer applications, and demonstrate proper attitude.

Students will benefit from the program by acquiring stronger work habits and workplace computer skills, increased motivation and productivity, and the ability to work with others.

Potential student benefits also include higher college placement scores, a high degree of employer satisfaction, improved WorkKeys scores, improved MEAP scores, and higher high school graduation rates. Other entities will benefit as well. Universities can enroll more academically qualified students, reduce

resources for remedial education, and meet affirmative action goals by having a larger pool of qualified applicants from under-represented groups. Community colleges can train to higher educational and employment standards to meet immediate employer needs. Employers can select from among a larger pool of entry-level candidates with strong basic skills and work habits.

Initial implementation by the Michigan Department of Career Development (MDCD) will include seven sites, with two sites in each of three workforce areas (Genesee/Shiawassee, Berrien/Cass/Van Buren, and Macomb/St. Clair) and one site in a private company, to be announced.

**Where similar programs have been implemented, the results have been impressive.**

Each site will serve 300 to 600 students per year for an expected total of 3,000 students per year. MDCD will design a Request For Proposal (RFP) for a two-year contract averaging \$525,000 per site. Michigan Works! agencies will conduct the competitive bidding process, with MDCD reviewers on the panels. Eligible providers include community colleges, high schools, charter schools, adult schools, and other community organizations. Scheduled program operation is August 1.



## Transition Team Serves As Policy Forum

**T**he Michigan Department of Career Development, Rehabilitation Services, and the Michigan Department of Education, Office of Special Education and Early Intervention Services, are providing joint leadership to the Michigan Interagency Transition Network Team (TNT).

The membership of TNT includes representatives of agencies responsible for providing transition services, such as the Department of Education, Department of Career Development, Department of Community Health, Family Independence Agency, Commission for the Blind, Department of Transportation, and the Social Security Administration.

Also represented are business and industry, parents and students, secondary and postsecondary educators, and advocacy organizations. The Michigan Rehabilitation Council and the Michigan Association of Independent Living Centers are also involved.

The purpose of TNT is to help move Michigan toward systems reform and improvement in collaborative transition services focused on successful outcomes for students with disabilities as they complete their high school education and move into adult life roles, including employment.

To accomplish this, TNT provides a state-level policy forum to discuss and resolve issues, problems, and barriers to collaborative transition services.

TNT will identify the barriers to quality transition services and determine which state agencies have primary or secondary responsibility for each barrier identified. "Responsibility" includes directing policy development, recommending legislative changes, and developing memos of understanding—whatever it takes to promote a coordinated transition process for students with disabilities in every community.

Sheryl Avery-Meints, director of Community Development, Michigan Rehabilitation Services, and Dr.

Jacquelyn Thompson, director of Special Education, are co-chairs of the Transition Network Team.

The TNT has adopted a set of guiding principles called The Michigan Way:

- n Endorse the belief that change is accomplished community by community.
- n Continue to build ways to communicate among and between agencies & partners.
- n Build local and state-level transition partnerships.
- n Share models, programs, and curricula that work.
- n Provide a future-oriented environment for Michigan's youth in all adult life roles.
- n Help students build skills that allow them to keep their career options open.
- n Keep Michigan's youth competitive.
- n Support business and industry initiatives.
- n Empower and support local community ownership and control.

## Career Preparation

## WorkKeys Predicts Success in Both Education and Employment

For many years, the ACT assessment has been used to predict success in college-level studies. The WorkKeys assessment system was developed nine years ago by ACT, formerly American College Testing, as a predictor of success in post-secondary education *and* employment.

WorkKeys covers eight skill areas that are considered crucial for employability. These skill areas are rapidly coming to be recognized as crucial for general success in life as well.

They are the communication skills of Listening, Observation, Reading for Information, and Writing; the problem-solving

skills of Applied Mathematics, Applied Technology, and Locating Information; and the interpersonal skill of Teamwork.

In the future, there will be two new WorkKeys assessments available: Computer Skills and Work Attitude.

Single-digit numbers, unrelated to any grade level, are used to indicate proficiency in an assessment area. For example, the Applied Mathematics assessment area has a skill level range of 3 to 7; higher scores in this range indicate a higher level of proficiency. Because skill levels in each of the assessment areas are clearly defined, they are easily understood by parents,

teachers, employers, and students.

Job profiling is another critical component of WorkKeys. By implementing the WorkKeys system, an employer can determine the needed skills for a position. Once a job profile has been conducted, it can be used to compare the skill level of potential or incumbent employees. If skill gaps exist, specific training can be designed to bring an individual up to the required level.

Currently, Michigan is the only state to use WorkKeys as part of a scholarship program (see page 1 article on Merit Awards).

# For Summer: The Pine Lake Experience

**Y**oung people with disabilities who are looking for a unique summer camping experience can find it at the Pine Lake Experience.

The Pine Lake Experience is designed to provide career exploration, teamwork training, and recreational activities for persons, ages 16 to 19, with physical, emotional, or learning disabilities.

The program is sponsored by the Michigan Career and Technical Institute (MCTI), and is located on the MCTI campus on the shores of Pine Lake near Plainwell. MCTI, which is operated by the Michigan Department of Career Development, offers technical training and support services for adults with disabilities who wish to enter or re-enter the job market.

Three sessions will be held this summer: July 23-28, July 30–August 4, and August 6-11. Campers will explore their strengths and interests, develop team building skills, and get

hands-on experiences in many of the MCTI vocational training departments. They also will have the opportunity to participate in a variety of recreational activities including swimming, boating, fishing, horseback riding, archery, bowling, and crafts.

The fee for the Pine Lake Experience is \$400 per week, which includes a \$50 non-refundable deposit. This covers everything except incidental spending money. Fees can be paid by the individual, family,

or a sponsoring organization. A limited number of scholarships are available based on financial need.

To receive an application or obtain more information, contact Kathy Fretz at (616) 664-9260 (voice) or (616) 664-9294 (TTY).



## Michigan Average Weekly Wage Increases by 5.3 Percent in 1999

The average weekly wage for Michigan workers increased by \$34.17 in 1999 to \$678.23.

This represents an increase of 5.3 percent over the 1998 average weekly Michigan wage of \$644.06.

The state average weekly wage is based on employment and wage data collected from employers in the private sector who are covered by Unemployment Insurance. The most recent data collected were for the 12-month period ending June 30, 1999.

Michigan Average Weekly Wage (Year Ending June 30, 1999)		
Year	Average Weekly Wage	Percent
1990	\$477.40	—
1991	\$489.01	2.4%
1992	\$506.80	3.6%
1993	\$527.29	4.0%
1994	\$554.22	5.1%
1995	\$581.39	4.9%
1996	\$591.18	1.7%
1997	\$614.10	3.9%
1998	\$644.06	4.9%
1999	\$678.23	5.3%

## Career Preparation & Tech Prep Conference

Nine Michigan school programs have been honored by Governor John Engler as "Innovators to Watch" for their outstanding career preparation initiatives. The awards were presented February 14 at the Governor's Career Preparation and Tech Prep Conference in Grand Rapids.

The award recipients were recognized for unique projects that may be used as models to develop programs for elementary through high school students, as well as school-employer partnerships and technology-based information sharing.

The nine award winners are:

Burr Oak Community Schools

GASC Technology Center  
Environmental Science Academy

Hillman  
Community Schools

Macomb Intermediate  
School District in  
partnership with  
L'Anse Creuse  
Public Schools  
and Macomb  
Community College

Macomb Intermediate  
School District and Macomb  
Community College

Montabella Community Schools

Newaygo County Intermediate School  
District and the West Michigan Building  
and Construction Trades Council Youth  
Apprenticeship Sponsors

Van Buren  
Technology Center

West Ottawa Public Schools

The Innovators to Watch award was established in 1987 to recognize schools, employers, partnerships, or agencies that have established new and different ways of meeting locally developed career preparation needs. Only programs that show quantifiable and sustainable success are considered for the award.



Governor Engler and Monika Leasure of the Macomb Intermediate School District



# Community Service Commission Promotes Volunteerism

## Volunteer Services

**D**id you know that Michigan has one of the nation's leading commissions on service and volunteerism? Did you also know that Michigan has one of the first such commissions anywhere? It's true and it's a part of the Michigan Department of Career Development.

The Michigan Community Service Commission (MCSC) is committed to enabling all citizens, including youth, to engage in public problem solving through service and volunteerism. The nonpartisan commission was created by Executive Order of Governor Engler in October of 1991 and is chaired by Michigan's First Lady Michelle Engler.

The MCSC's primary function is to support and administer national and community service programs across Michigan. The MCSC also works to nurture the efforts of individuals, human service agencies, programs, businesses, and corporations to maintain their momentum and

help them grow. In addition, the MCSC creates partnerships for new opportunities for volunteerism, and marshals new or existing resources to meet the needs of the people and communities we share. MCSC activities include:

- n Michigan's AmeriCorps, a national service program whose full- or part-time members (volunteers) get things done for their communities.
- n Learn and SERVE Michigan, a national service program dedicated to teaching young people about the ethic of service through service-learning opportunities.
- n Michigan's Volunteer Investment Grants, available to community-based volunteer, nonprofit partnerships that designate and support an agency to function as a community volunteer resource center.
- n Volunteerism SuperConference, a biennial statewide conference

dedicated to strengthening local communities through the promotion and development of volunteer service.

- n Governor's Service Awards, a statewide volunteer recognition program.
- n Make A Difference Day, a day across the nation when individuals and groups join together to volunteer to make a difference in their communities.
- n Adopt-A-Part of Michigan, a statewide campaign to publicize three statewide adoption programs: Adopt-A-Forest, Adopt-A-Highway, and Adopt-A-Park.

The MCSC encourages everyone to volunteer to make a real difference in their communities. For more information, call (517) 335-4295, or visit the MCSC website at: [www.state.mi.us/career/mcsc](http://www.state.mi.us/career/mcsc).



## Self-Determination Workshops Support Youth Transition Goals

## Rehabilitation Services

Five workshops on how to promote self-determination among students with and without disabilities are being held across the state this spring.

The sessions are being sponsored by the Transition Services Project (TSP), a grant activity of the Michigan Department of Education, in collaboration with the Department of Career Development, to help schools and community agencies provide transition services for students with disabilities.

The workshop presenter is Dr. Sharon Fields, associate professor in the College of Education at Wayne State University and the author of numerous publications relating to self-determination.

Workshop objectives are to provide an understanding of the importance of self-determination in the transition to adulthood and an awareness of the variety of materials and resources available to promote self-determination in both special education and general education settings.

The sessions are free, or \$10 payable to Ionia County ISD/TSP at the time of registration if you choose to purchase lunch.

Dates, locations, and registration deadlines of the workshops are: April 25, Sandusky ISD (due April 21); May 9, Monroe County ISD (due May 2); May 11, Branch ISD (due May 4); Kent ISD, May 23 (due May 16); and May 31, Eastern UP ISD (due May 24).

For more information, call TSP at (517) 332-3587.

## Earnings Rise with State's Help

**M**ichigan workers with disabilities who found higher paying jobs last year with the State's assistance saw their average earnings jump from \$85 a week to \$297 a week.

During FY 1999, 2,274 underemployed workers with disabilities received training or other job-related services from Michigan Rehabilitation Services (MRS), a division of the Michigan Department of Career Development.

"Many individuals who come to us for assistance have the clear capability of performing in higher level jobs," said MRS State Director Robert E. Davis. "Our services—which include job site accommodations, job-seeking skills training, and prostheses and other medical services—enable them to realize their full potential."

Davis noted that Michigan's economy also benefits from rehabilitation services because more highly paid workers have

more spending power and pay higher taxes.

MRS offices across the state also help *unemployed* persons with disabilities prepare for and find jobs. In FY 1999, MRS placed a total of 7,403 unemployed or underemployed persons with disabilities into jobs.

MRS works with people with a wide range of disabilities. For more information, call toll free 1-800-605-6722 (voice) or 1-888-605-6722 (TTY).

## Workforce Development

## Michigan Works! Agencies Receive Additional Work First Funding

The Michigan Department of Career Development has announced an award of \$6,440,000 in additional Work First funding to Michigan Works! agencies. These agencies provide employment services to job seekers and employers at the more than 100 Michigan Works! Service Centers statewide.

The funds are being awarded for the projected increase in the cost of managing Work First cases and providing supportive services to participants. Supportive services help participants eliminate barriers to

employment by meeting the need for work clothes, transportation, and other work-related expenses.

With recent changes to the Work First program, which helps participants prepare for and obtain jobs, participants are now eligible for services for a longer period of time.

In addition, the client base has expanded to include families receiving child day care, food stamps, and/or Medicaid assistance, but are not receiving a cash grant from the Family Independence Agency.

"We believe these programmatic changes, together with additional funding, will give Michigan Works! agencies an opportunity to assist more families toward economic self-sufficiency," said Dr. Barbara Bolin, director of the Department of Career Development.

Funding for the Work First program is provided through the federal Temporary Assistance for Needy Families block grant. The Office of Workforce Development, Department of Career Development, oversees the Work First program.

### Work First Additional Allocations—Fiscal Year 2000 (October 1, 1999, through September 30, 2000)

Michigan Works! Agency	Total Allocation
ACSET	\$225,441
Berrien/Cass/Van Buren	\$186,097
Calhoun ISD	\$120,366
CAPC	\$89,335
City of Detroit	\$2,003,343
Eastern U.P.	\$30,177
Kalamazoo/St. Joseph	\$152,758
Career Alliance	\$462,177
The Job Force	\$77,807
Lansing Tri-County	\$224,468
Livingston County	\$157,851
Macomb/St. Clair	\$241,044



## Transition Legislation Quiz

**HOW** MUCH DO YOU KNOW ABOUT "TRANSITION," the activity that supports the movement of young adults with disabilities from school to adult life? Here is a quiz about several laws concerned with youth transition services.

If you discover after taking this quiz that you would like to learn more about transition, please contact the Michigan Transition Services Project at 517/332-3587. Jointly sponsored by the Michigan Department of Career Development and the Michigan Department of Education, the project offers training in youth transition services to Michigan communities.

The answers appear on page 10.

True/False Mark an "X" in the appropriate box.

- |   | T                        | F                        |
|---|--------------------------|--------------------------|
| 1 The definition of transition services in the Rehabilitation Act Amendments of 1992 differs from that in the Individuals with Disabilities Education Act (IDEA) Amendments of 1997.  | <input type="checkbox"/> | <input type="checkbox"/> |
| 2 The School-to-Work Opportunities Act of 1994 is not relevant to students with disabilities, as their transition needs are addressed specifically in IDEA.   | <input type="checkbox"/> | <input type="checkbox"/> |
| 3 IDEA requires a statement of needed transition services based on the needs and preferences of the student, beginning at age 16.   | <input type="checkbox"/> | <input type="checkbox"/> |
| 4 Carl D. Perkins Vocational and Technical Education legislation requires states to set aside money to serve students with disabilities in vocational education programs.   | <input type="checkbox"/> | <input type="checkbox"/> |
| 5 The Rehabilitation Act Amendments of 1992 require that an individual rehabilitation plan (IRP) be developed before the student leaves the school setting for each student eligible for vocational rehabilitation services.                | <input type="checkbox"/> | <input type="checkbox"/> |
| 6 Although student attendance at his or her IEP meeting is a conceptually pleasing idea, it is not mandated that the student be invited.  | <input type="checkbox"/> | <input type="checkbox"/> |
| 7 The Americans with Disabilities Act (ADA) requires employers to provide reasonable accommodations to individuals with disabilities.   | <input type="checkbox"/> | <input type="checkbox"/> |
| 8 IDEA requires a statement of transition service needs of the student, beginning at age 14.  | <input type="checkbox"/> | <input type="checkbox"/> |
| 9 The three core components of a school-to-work system specified in the School-to-Work Opportunities Act are academic training, career counseling, and a tech prep curriculum.  | <input type="checkbox"/> | <input type="checkbox"/> |
| 10 Because rehabilitation and special education legislation focus on different populations (i.e., adults vs. students) and require different application procedures, the laws inhibit rehabilitation involvement with high school students. | <input type="checkbox"/> | <input type="checkbox"/> |



## CENSUS—This is Your Future. Don't Leave It Blank

Make sure your household is represented in the census. Census 2000 questionnaires were delivered in mid-March. Questionnaires are easy to read and simple to fill out. Most households received the short form, which takes approximately 10 minutes to complete. Only one in six households received the long form.

Visit the Census 2000 web site at [www.state.mi.us/census2000](http://www.state.mi.us/census2000) for more information.

Census 2000

## Funding Announced for New Project Zero Sites

**T**he Michigan Department of Career Development has awarded \$2,297,419 to 12 Michigan Works! agencies to provide special workforce development services at new Project Zero sites.

The goal of Project Zero is to help hard-to-serve welfare recipients overcome their specific barriers and find employment. New Project Zero sites include 24 counties, bringing the total number of Project Zero counties to 49.

“Project Zero is a tremendously effective, nationally known welfare reform effort,” said Dr. Barbara Bolin, director of the Department of Career Development. “We have come a long way, but we know that those people who are still out of the workforce represent our biggest challenge yet.”

The Department of Career Development’s Project Zero funding is earmarked for special workforce development activities, supportive services, and local transportation initiatives intended to

help bring the last few non-working clients into the labor market. When a site reaches the point at which all of its clients have earned income, it is said to reach “zero.”

Project Zero is a joint initiative of the Department of Career Development, the Family Independence Agency, and the Michigan Department of Transportation.

### Project Zero Funding by Michigan Works! Agency

Michigan Works! Agency	Amount
Berrien/Cass/Van Buren	\$256,000
Calhoun Intermediate School District	\$195,000
Career Alliance, Flint	\$111,650
The Job Force, Escanaba	\$152,325
Kalamazoo/St. Joseph	\$425,173
Lansing Tri-County	\$129,818
Northeast Michigan	\$43,500
Northwest Michigan	\$518,500
Oakland County	\$250,000
Region 7B, Harrison	\$84,012

### Rehabilitation Services

#### Transition Legislation Quiz—Answer Key

1. False.  
Congress agreed to identical definitions to support collaborative programming.
2. False.  
School-to-Work is designed to serve all students, including students with disabilities.
3. True.  
Transition services at age 16 may also include interagency responsibilities and linkages.
4. False.  
Carl. D. Perkins legislation is federal—as are the funds.
5. True.  
Students must be determined eligible as a result of a completed application process.
6. False.  
Legislation mandates that a student must be invited to participate in his or her IEP.
7. True.  
“Reasonable” is a determination that may affect the provision of accommodations.
8. True.  
Transition services must be identified under an IEP that focuses on a course of study at age 14 and younger, if appropriate.
9. False.  
The three components are: school-based, work-based, and connecting activities.
10. False.  
As evidenced by the identical definitions, the legislation supports close involvement between rehabilitation and the schools.

# Industry Group Hammers Point Across: Our Jobs Pay Well

**C**areer awareness is such a high priority in the construction industry that members are plastering their message on billboards hundreds of feet in the air.

A total of seven billboards around the state ask the simple question: "Did you make 50K+ last year?" A Web site address ([www.miconstructioncareers.org](http://www.miconstructioncareers.org)) leads people to extensive information on construction career opportunities, including the need for certain skills

(math, reading, and communications) and apprenticeship programs.

The billboards, which will be augmented by newspaper and radio ads targeting college students, are located near Howell, Ann Arbor, Lansing, Muskegon, Grand Rapids, Kalamazoo, and Saginaw.



Seven different trade associations that make up the Michigan Construction Roundtable are paying for the eight-week campaign.

## MDCD Calendar of Events

April 19	<b>Governor's Workforce Commission Meeting</b> Time: 1:30 pm Location: Rafferty's Dock Side Restaurant Muskegon; Call (517) 335-7421 for more info.
April 26	<b>Solving the Labor Shortage Crisis: West Michigan Tourist Association Forum</b> Time: 8:00 am–2:00 pm Location: Holiday Inn South, Lansing Registration Fee: \$75.00 per person Call Linda Singer at (800) 442-2084, ext.102
April 28	<b>"The Never-Ending Story"</b> (A Dual Disorders Conference) <b>Engaging and Treating Multiple Problem Clients</b> Time: 8:00 am–4:15 pm; Lunch included Location: Waterfront Hotel & Conference Center, Traverse City; Registration Fee: \$55.00 Call Cynthia Peterson at (231) 935-3099
May 2	<b>Thumb Area Job Fair</b> Time: 10:00 am–6:00 pm Location: Michigan Works! Administration Office, Marlette; Call Judy Jurk at (810) 982-8586, ext.316
May 5	<b>Macomb/St. Clair WDB Annual Awards Breakfast</b> Time: 8:00 am–12:00 pm Location: Wolverine Golf & Banquet Center 17201 25 Mile Road, Macomb Township Call (810) 469-5220 for reservations.
May 5–6	<b>Living Without Limitations Expo</b> Location: Cobo Conference Center, Detroit Call (313) 745-9879 (voice) or (313) 993-8777 (TTY)
May 10	<b>Clare/Gladwin Job Fair 2000</b> Location: Mid-Michigan Community College 1375 S. Clare Ave., Harrison Call Bill Hrinik at (517) 539-2173 for more info.
July 19	<b>Governor's Workforce Commission Meeting</b> Time: 1:30 pm; Location to be determined Call (517) 335-7421 for more info.

### Michigan Works! Service Center Certification Ceremonies

April 26	Time: 1:00–2:00 pm Location: 4751 West 48th Street, Fremont Call (800) 442-8521 for more info.
May 12	Time: 10:00–11:00 am Location: 15950 Twelve Mile Rd., Roseville Call (810) 469-5220 for more info.
May 16	Time: 1:00–2:00 pm; (two centers to be certified) Location: 240 E. Church St., Reed City Call (800) 442-8521 for more info.
May 31	Time: 11:00 am–12:00 pm Location: 331 Butters Ave., Coldwater Call (616) 789-2409 for more info.

## Youth Video Is Captioned in Spanish

**GET IT DONE!**, the award-winning Michigan Rehabilitation Services (MRS) video that encourages young people with disabilities to begin thinking about career goals, has been captioned in Spanish.

Copies of the Spanish version are being provided this spring to each of the Michigan Works! Service Centers and each MRS field office.

The 10-minute video, which was disseminated with English captioning last fall to Michigan high schools, intermediate school districts, and numerous community agencies, won a Golden Eagle Award in the national CINE competition.

For more information, contact Lynne Estell at (517) 373-2414.

Editions of *CareerWise* can be viewed on the Michigan Department of Career Development's Web site at: [www.state.mi.us/career](http://www.state.mi.us/career). MDCD employees can also access the newsletter through the Department's Intranet.





State of Michigan  
Michigan Department  
of Career Development  
201 N. Washington Square  
Victor Office Center, 1st Floor  
Lansing, Michigan 48913

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#### CareerWise Newsletter

**IT IS OUR GOAL** to present our readers with useful information in an easy-to-read format. We welcome your feedback.

**Editor: Lynne Estell**  
**Designer: Gina DiNatale Coon**

**Phone: (517) 373-2414**

**TTY: 1-888-605-6722**

**Fax: (517) 241-0593**

**e-mail: [career@state.mi.us](mailto:career@state.mi.us)**

**Visit us at our Web site at:**  
**[www.state.mi.us/career](http://www.state.mi.us/career)**

The Michigan Department of Career Development is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.



State of Michigan  
Michigan Department of Career Development  
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## MDCD Provides Additional Funds to Michigan Works! Agencies

**T**he Michigan Department of Career Development last month awarded \$3.295 million in additional funding to the state's 25 Michigan Works! agencies.

"These funds are awarded to the agencies based on their performance during the 1998-99 fiscal year," said Dr. Barbara Bolin, department director.

The awards are based on a formula to reward success in six criteria:

- n Number of participants served
- n Number of participants placed into employment

- n Number of those still employed 90 days later

- n Number of welfare cases closed

- n Number of two-parent families meeting federal work participation requirements

- n Low average cost per job placement

The Department of Career Development works in partnership with Michigan Works! to serve job seekers and employers through a statewide network of more than 100 service centers.

At each center, job seekers have access to career counseling, skills assessment, job

search assistance, training and referrals to other programs. Internet access and assistance are available for individuals wishing to post their resumes on the Michigan Talent Bank or search for posted job openings.

Employers are assisted in finding qualified workers and provided information on a variety of programs, including Labor Market Information, youth apprenticeship tax credits, and sources for developing customized training.

In addition, enhanced employment services are available for veterans, persons with disabilities, dislocated workers, and public assistance recipients.